

**A RESOLUTION
BY FINANCE/EXECUTIVE COMMITTEE**

A RESOLUTION AUTHORIZING THE MAYOR TO UTILIZE GSA CONTRACT# GS-35F-0247V FOR THE PURCHASE OF THE TALENT MANAGEMENT SYSTEM FROM CORNERSTONE ON DEMAND, INC. FOR THE CITY OF ATLANTA, DEPARTMENT OF AVIATION IN AN AMOUNT NOT TO EXCEED \$127,785.00. ALL PURCHASES WILL BE CHARGED TO AND PAID FROM FDOA (\$80,504.55) 5502 (AIRPORT RENEWAL AND EXTENSION FUND), DEPARTMENT 180107 (DEPARTMENT OF AVIATION, AVIATION INFORMATION SERVICES), EXPENDITURE 5212001 (CONSULTING/PROFESSIONAL SERVICES FUNCTIONAL ACTIVITY 7563000 (AIRPORT), AND (\$47,280.45) 5501 (AIRPORT REVENUE FUND), DEPARTMENT 180107 (DEPARTMENT OF AVIATION, AVIATION INFORMATION SERVICES), EXPENDITURE 5212001 (CONSULTING/PROFESSIONAL SERVICES), FUNCTIONAL ACTIVITY 7563000 (AIRPORT), AND FOR OTHER PURPOSES.

WHEREAS, the City of Atlanta ("City") Department of Aviation, desires to purchase the talent management system from Cornerstone OnDemand, Inc. to use for employee development and retention purposes; and

WHEREAS, the Department of Aviation will partner with the Department of Human Resources to introduce the system in the Department of Aviation and then determine future citywide applications for the system; and

WHEREAS, pursuant to the City's Procurement and Real Estate Code of Ordinances §2-1606 the Chief Procurement Officer may procure supplies, services, and construction items through contracts established by the purchasing division of the State where such contracts and contractors substantially meet the requirements of this article; and

WHEREAS, the General Manager of the Department of Aviation and the Chief Procurement Officer recommend procuring the talent management system from Cornerstone On Demand, Inc. for the Department of Aviation.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF ATLANTA, GEORGIA, that the Chief Procurement Officer is authorized to execute a purchase order with Cornerstone OnDemand, Inc. for the purchase of the talent management system in an amount not to exceed \$127,785.00.

BE IT FURTHER RESOLVED, that all purchases will be paid from (\$80,504.55 5502) FDOA 5502 (Airport Renewal and Extension Fund), Department 180107 (Department of Aviation, Aviation Information Services), Expenditure 5212001 (Consulting/Professional Services), Functional Activity 7563000 (Airport), and (\$47,280.45 5501) (Airport Revenue Fund), Department 180107 (Department of Aviation, Aviation Information Services), Expenditure 5212001 (Consulting/Professional Services), Functional Activity 7563000 (Airport), and for other purposes.

BE IT FURTHER RESOLVED, that the Chief Procurement Officer is directed to prepare an appropriate purchase order.

BE IT FINALLY RESOLVED, that the purchase order will not become binding upon the City and the City will incur no liability until it has been approved by the Mayor and delivered to Cornerstone OnDemand, Inc.


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Contractor Information

(Vendors) How to change your company information

Contract #:		GS-35F-0247V		Socio-Economic : Small business	
Contractor:		CORNERSTONE ON DEMAND INC		Govt. Contracting Officer:	
Address:		1601 CLOVERFIELD BLVD STE 620		Lakisha R. Greenfield	
		SANTA MONICA, CA 90404-4082		Phone: 703-605-2663	
Phone:		(888)365-2763		E-Mail: lakisha.greenfield@gsa.gov	
E-Mail:		mashby@cornerstoneondemand.com			
Web Address:		http://www.cornerstoneondemand.com			

Source	Title	Contract Number	Contract Terms & Conditions	Contract End Date	Category		View Items Available
70	GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY EQUIPMENT, SOFTWARE, AND SERVICES	GS-35F-0247V		Feb 22, 2014	132 32		
					132 34		
					132 50		



Talent management. On demand. Empower your people.

Investment Summary

Cornerstone OnDemand is pleased to extend the following best and final offer to the City of Atlanta, Department of Aviation, which takes into account a 3-year contractual commitment.

These rates include standard customer service and support, ongoing training for new features/functions, hosting and infrastructure and upgrades as released 4 times a year for up to 600 users. Pricing is valid through December 31, 2009.

Product/Service	Year One	Year Two	Year Three
Implementation and Training (Professional TMS)	\$55,000	-	-
Learning, Performance, Competencies/Dev Plans, Succession and Analytics	\$52,785	\$52,785	\$52,785
Standard Customer Service and Support	Included	Included	Included
Lominger Competency Library	\$20,000	\$4,000	\$4,000
TOTAL	\$127,785	\$56,785	\$56,785
Connect (Optional)	\$16,800	\$16,800	\$16,800

Legislation Summary

Committee of Purview:

Caption

A resolution authorizing the Mayor to execute an appropriate contractual agreement on behalf of the Department of Aviation with Cornerstone on Demand, Inc. in an amount not to exceed one hundred twenty seven thousand seven hundred eighty five dollars and no cents (\$127,785.00). All contract work shall be charged to and paid from fund account and center number: (\$80,504.55) - 5502 (Airport Renewal and Extension Fund), 180107 (Department of Aviation, Aviation Information Services), 5212001 (Consulting/Professional Services), 7563000 (Airport) and (\$47,280.45) – 5501 (Airport Revenue Fund), 180107 (Department of Aviation, Aviation Information Services), 5212001 (Consulting/Professional Services), 7563000 (Airport).

Council Meeting Date: December 07, 2009

Legislation Title: Resolution authorizing the Chief Procurement Officer to utilize the Federal GSA Contract #GS-35F-0247V with Cornerstone on Demand, Inc. to purchase the Talent Management System on behalf of the Department of Aviation in an amount not to exceed one hundred twenty seven thousand seven hundred eighty five dollars and no cents (\$127,785.00). All contract work shall be charged to and paid from fund account and center number: (\$80,504.55) - 5502 (Airport Renewal and Extension Fund), 180107 (Department of Aviation, Aviation Information Services), 5212001 (Consulting/Professional Services), 7563000 (Airport) and (\$47,280.45) – 5501 (Airport Revenue Fund), 180107 (Department of Aviation, Aviation Information Services), 5212001 (Consulting/Professional Services), 7563000 (Airport).

Requesting Department: The Department of Aviation

Contract Type: N/A

Source Selection: Federal GSA Contract #GS-35F-0247V

Bids/Proposals Due: N/A

Invitations Issued:	N/A
Number of Bids/ Proposals Received:	N/A
Bidders/Proponents:	N/A
Justification Statement:	N/A
Background:	N/A
Fund Account Centers:	(\$80,504.55) - 5502 (Airport Renewal and Extension Fund), 180107 (Department of Aviation, Aviation Information Services), 5212001 (Consulting/Professional Services), 7563000 (Airport) and (\$47,280.45) – 5501 (Airport Revenue Fund), 180107 (Department of Aviation, Aviation Information Services), 5212001 (Consulting/Professional Services), 7563000 (Airport).
Source of Funds:	N/A
Fiscal Impact:	N/A
Term of Contract:	N/A
Method of Cost Recovery:	N/A
Approval: DOF: DOL:	
Prepared By:	Patricia Lowe, Buyer
Contact Number:	404.330.6583

Part II: Legislative White Paper: (This portion of the Legislative Request Form will be shared with City Council members and staff)

A. To be completed by Legislative Counsel:

Committee of Purview:

Caption:

Council Meeting Date:

Requesting Dept.:

FAC Confirmed by:

B. To be completed by the department:

1. Please provide a summary of the purpose of this legislation (Justification Statement).

The functional domains of the Talent Management process are not integrated and are owned and managed by different functional groups. The current system makes it difficult, if not impossible to collect, report, and manage employee records.

Currently, training registration is done manually, which involves a great deal of e-mails and phone calls. Training is also announced via e-mails with pdf's PowerPoint presentations or publisher documents attached. Employees have no one place to locate offered training or determine how many seats are available.

Implementing a Learning Management Systems would enable the department to manage and track learning programs with automated tools and provide a fast and efficient delivery of knowledge and skills across the Department of Aviation (DOA).

2. Please provide background information regarding this legislation.

In order to streamline the Talent Management process an Integrated Talent Management and Learning Management System will have to be implemented to support the DOA's strategic initiative to develop and retain highly talented resources to ensure that we become a high performance organization.

The current Talent Management implementation would include six separate functions (also called domains) operated independently. The domains include:

1. Performance Management - A system that incorporates all of the necessities to do evaluations, analytics and reporting.
2. Learning and Development
3. Career & Development - Allows DOA to link developmental goals directly to a poorly scored competency. Also allows DOA to create job profiles so that employees can determine career paths.
4. Succession management - Identifies successors for roles in the organization, track readiness and track all employee data pertinent.
5. Retention
6. Total Goal Management - Allows DOA to align and cascade goals throughout the organization. It also should assist DOA in the actual goal making process.

The Learning Management implementation would include a web based applications that could be delivered anywhere for any purpose.

3. If Applicable/Known:

- (a) **Contract Type (e.g. Professional Services, Construction Agreement, etc):** SaS (Software as a Service Solution)
- (b) **Source Selection:** GSA Contract GS-35F-0247V
- (c) **Bids/Proposals Due:**
- (d) **Invitations Issued:**
- (e) **Number of Bids:**
- (f) **Proposals Received:**
- (g) **Bidders/Proponents:**
- (h) **Term of Contract:** One year from date of signed contract

4. Fund Account Center (*Ex. Name and number*):

(\$80,504.55--5501.180107.5212001.7563000-Airport Revenue)

(\$47,280.45--5502.180107.5212001.7563000-Renewal and Extension)

5. Source of Funds: *Example: Local Assistance Grant*

6. Fiscal Impact: This legislation will result in a reduction in the amount of \$127,785

(\$80,504.55--5501.180107.5212001.7563000-Airport Revenue)

(\$47,280.45--5502.180107.5212001.7563000-Renewal and Extension)

7. Method of Cost Recovery: City Contributions and Passenger Facility Charge

Examples:

- a. Revenues generated from the permits required under this legislation will be used to fund the personnel needed to carry out the permitting process.***
- b. Money obtained from a local assistance grant will be used to cover the costs of this Summer Food Program.***

This Legislative Request Form Was Prepared By: Michelle Longmore

TRANSMITTAL FORM FOR LEGISLATION

TO: MAYOR'S OFFICE

ATTN: GREG PRIDGEON

Dept.'s Legislative Liaison: Anita Williams

Contact Number: 404-530-6600

Originating Department: Aviation

Committee(s) of Purview: Finance/Executive

Chief of Staff Deadline: 11/17/09

Anticipated Committee Meeting Date(s): 12/02/09

Anticipated Full Council Date: 12/07/09

Commissioner Signature: Manda

Chief Procurement Officer Signature: Edan Smith

CAPTION

A RESOLUTION AUTHORIZING THE MAYOR TO UTILIZE GSA CONTRACT# GS-35F-0247V FOR THE PURCHASE OF THE TALENT MANAGEMENT SYSTEM FROM CORNERSTONE ON DEMAND, INC. FOR THE CITY OF ATLANTA, DEPARTMENT OF AVIATION IN AN AMOUNT NOT TO EXCEED \$127,785.00. ALL PURCHASES WILL BE CHARGED TO AND PAID FROM FDOA (\$80,504.55) 5502 (AIRPORT RENEWAL AND EXTENSION FUND), DEPARTMENT 180107 (DEPARTMENT OF AVIATION, AVIATION INFORMATION SERVICES), EXPENDITURE 5212001 (CONSULTING/PROFESSIONAL SERVICES FUNCTIONAL ACTIVITY 7563000 (AIRPORT), AND (\$47,280.45) 5501 (AIRPORT REVENUE FUND), DEPARTMENT 180107 (DEPARTMENT OF AVIATION, AVIATION INFORMATION SERVICES), EXPENDITURE 5212001 (CONSULTING/PROFESSIONAL SERVICES), FUNCTIONAL ACTIVITY 7563000 (AIRPORT), AND FOR OTHER PURPOSES.

FINANCIAL IMPACT (if any) \$127,785.00

Mayor's Staff Only

Received by CPO: _____ Received by LC from CPO: _____
(date) (date)

Received by Mayor's Office: LL Perry 11/17/09 Reviewed by: [Signature]
(date) (date)

Submitted to Council: _____
(date)